

## **GOVERNOR'S COUNCIL ON APPRENTICESHIP & TRAINING**

Tuesday, March 21<sup>th</sup>, 2017  
Pencader Corporate Center  
Newark, Delaware 10:00 a.m.

### **Council Attendees**

John Hagelstein  
Dave Kitto  
Danny Crowe

### **Staff Attendees**

Kyle Maguire  
Oliver Cleary  
David Beaver

### **Guests in Attendance**

Ron Leonard – US Department of Labor  
Lynn Danner – Sussex Tech  
Eileen Micheline- DOL Employment & Training  
Kelsey Sedlacek-DOL Employment & Training  
Kevin Calio  
Amanda Foumain

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### **Minutes**

**Introductions:** John Hagelstein called the meeting to order at 10:05 a.m. John asked everyone to go around the room to introduce themselves before the start of the meeting.

**Minutes:** Minutes of the December 13, 2016 meeting were approved.

**Old Business:** None

**USDOL:** Ron Leonard stated that there were a few events that were coming up. The first event was the joint NASTAD and Office of Apprenticeship convening at the end of March and the second was the Apprenticeship Forward conference at the beginning of May. Kyle Maguire asked if there was a proposed date for National Apprenticeship Week. Ron stated that there was no date as of yet, but that it would probably be around the same time frame as last year. John Hagelstein said that the date would be important because there are more sponsors that are interested in participating this year. David Kitto said there was a need for more advanced notice for National Apprenticeship Week dates.

**New Business:** Kyle Maguire explained that the Department was attempting to expand Apprenticeship in a couple of new industries, as well as adding a carpentry program in Sussex Tech. He stated that the new industries included Automotive and Hospitality. John Hagelstein asked Ron Leonard if Hotel Associate was in fact an apprenticeable occupation. Ron confirmed that it was. John asked Kyle what the structure of the auto program would look like. Kyle said that the program will be a competency based program, which would be new to Delaware. Dave Kitto asked Kyle if Delaware ever had an auto

program before. Kyle said that Delaware did in the past, but that is was a time based program. Dave asked Kyle if Apprenticeship has any employer lined up for the auto program. Kyle said that apprenticeship was reaching out to employers via breakfasts hosted by the Vo-Tech schools.

John said he had a concern of the competency based programs. He said the concern was that journey papers could just handed out if the apprentice received all of their competencies. Kyle said that even if the apprentice completed all of their competencies, the apprentice would still be required to complete 2,000 hour of OJT. Dave said he was concerned with how wages would be established with new programs and asked Kyle if he foresees any issues. Kyle said that he did not foresee any issues with establishing journey rates for the new programs due to the standards for each sponsor which will have an established journey rate. Danny Crowe asked if there was a standard rate for any of the new trades. Kyle said that there was not, that it was up to the individual company to decide the journey rate. Dave asked if the journey rate was established by a self-report or if the Department looked at the payroll records. Kyle said that it was established by self-reporting.

John inquired how all of the sponsors were being notified of the changes happening within Delaware. Eileen Michelinie announced that Kyle Maguire was the new Manager of Apprenticeship & Training and that the Department will work on a notification letter to send to all sponsors. Eileen said the Department was hopeful to backfill Kyle's old position, and there will be a contractual employee to assist Kyle with the expansion efforts. John requested the information on appointee expiration dates for all council member to ensure the structure of the council stays intact.

**Departmental Reports:** Kyle Maguire provided a month-to-month summary of activity

**Apprentices Monthly Report Summary**

Monthly Reports (December, January, February)

**Sponsors Monthly Report Summary**

Monthly Reports (December, January, February)

Kyle reported a net decrease of 11 sponsors during this three month period and a net increase 34 new apprentices. John Hagelstein mentioned that when some State agencies complete apprentices, that it would be good to ensure they are following their work processes.

**Public Comments and Issues:** Kevin Calio thanked all the members of the council for their hard work through the years

**Miscellaneous:** Eileen Michelinie said that a lot of questions were coming in, asking about aggregate data for trades, number of apprentices, and number of sponsors. Oliver Cleary suggested that it may have been related to the County requirements of having an apprenticeship program. Dave Kitto said that in the past, a contractor would throw a program together simply to meet the bid requirements and six months later getting rid of the program

**Adjourn:** Meeting adjourned at 10:55 a.m.

**Next Meeting**

September 26<sup>th</sup>, 2017  
Pencader Corporate Center  
225 Corporate Blvd., Suite 202  
Newark, Delaware  
10:00 a.m.